



# **School Improvement Plan 2015-2016**

## **Self-Assessment**

W.M. Irvin Elementary School, located in Concord, North Carolina, is in Cabarrus County Schools. The W.M. Irvin community is made up of approximately 1475 rental properties and 2,979 owner occupied residences with a total population of approximately 11,748. There are currently 798 children under the age of five living in the area. Of the total population, 73% of residents are White, 16% are Black, and 11% are another race.

Our aim is to produce globally competitive lifelong learners through rigorous and relevant curriculum taught by highly prepared visionary leaders who recognize the importance of engaging a diverse body of learners; provide 21<sup>st</sup> century resources through responsible and efficient use of funding; and ensure success for all students in safe, inviting, and healthy learning communities by building upon a foundation of stakeholder support and respectful relationships. W.M. Irvin is serving 755 students during the 2015-2016 school year, 14.7% of whom are English Language Learners. Of the 755 students served, 45.3% are White, 26.1% are Black, 24% are Hispanic, 0.7% are Asian, 0.3% American Indian, and 3.7% multi-racial. The free and reduced lunch rate is 69.54%.

## **Student Achievement**

### *EOGs*

When reviewing EOG data from 2014-2015 as well as previous years, multiple trends are evident including strengths: overall reading proficiency in third grade increased by 0.9% and in fifth grade by 11.7%. Additionally, fifth grade math proficiency increased by 11.3% with Science increasing by 26.2%. Areas of improvement include: third grade reading percent proficient slipped from 55.3% to 51.2% (-4.1) and third grade math proficiency dipped from 53.9% to 51.2% (-2.7%); in addition, 3rd grade math proficiency was significantly below the district average (-15.8%). 4th grade reading percent proficient decreased from 51.9% to 47.7% (-4.2%), while the district elementary school average increased (4.8%), Irvin decreased and fourth grade math percent proficient decreased by 12.2% is significant as the district average grew 3.0%. Fifth grade reading proficiency rate is still 14.9% below the district average and fifth grade math is 19.7% below the district average as well as fifth grade science.

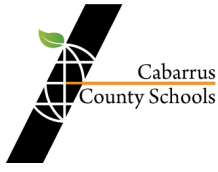
## **School Culture and Climate**

### *Attendance Data*

Student attendance data at Irvin has been relatively flat for the last several years at 95.3% in 2010-2011, 95.5% in 2011-2012, 95.4% in 2012-2013, 95.5% in 2013-2014 and 95.4% in 2014-2015. One of our opportunities for improvement is that 51% of students missed 8 or more days in 2014-2015. This is a 10% increase over previous years.

### *Discipline Data*

When reviewing discipline data, the following opportunities for improvement were noted: out of school suspensions increased from 8.1 to 32.4 per 100 Black students; from 0.0 to 18.3 per 100 Hispanic students; and students without disabilities short term OSS per 100 increased from 1.9 to 12.7.



## **School Improvement Plan 2015-2016**

### *Parent Survey*

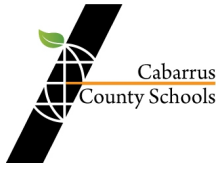
According to our parent survey, the following strengths were noted in 2014-2015: 83% of parents agree that the school keeps them informed about meetings, events and other activities and 96% of parents are satisfied with opportunities to be part of the school improvement process. Parent survey areas of improvement include: only 58% of parents agree they can find out what their child is learning by visiting teacher's webpages.

### **Teacher Information**

Cabarrus County continues to focus on hiring and retaining highly qualified teachers and managed to staff schools with HQTs at a rate of 98.3%. 100% of teachers at W.M. Irvin meet HQ requirements. Teacher turnover at W.M. Irvin was 13.08% in 2013-2014 and 10.71% in 2014-2015. We continue to focus on strategies for retaining our best teachers.

### **Summary**

In order to address the indicated needs, W.M. Irvin is engaged in school improvement planning using the Plan, Do, Check, Act cycle. In June, July, and August of 2015, school improvement teams met to review their progress toward their 2014-2015 goals and to begin planning for 2015-2016. In addition to this comprehensive data review, school improvement teams meet at least twice per year to evaluate their progress toward the goals, the implementation of their strategies, and the level of implementation of their action steps. These comprehensive analyses guide the school improvement process. In addition to meeting with their school improvement teams, meetings are held with a district level administrator mid-year to reflect on results and determine next steps. These meetings also provide opportunities for coaching.



## School Improvement Plan 2015-2016

### School Name

W.M. Irvin Elementary School

### SMART Goal:

1. By June 2016, teachers will increase the number of students proficient in reading by 6% as measured by EOG and mClass.

| K-5 Proficiency       | 2014-2015<br>(Actual) | 2015-2016<br>Goal |
|-----------------------|-----------------------|-------------------|
| K                     | 72                    | 78                |
| 1 <sup>st</sup> Grade | 72                    | 78                |
| 2 <sup>nd</sup> Grade | 58                    | 64                |
| 3 <sup>rd</sup> Grade | 66                    | 72                |
| 4 <sup>th</sup> Grade | 62                    | 68                |
| 5 <sup>th</sup> Grade | 52                    | 58                |

2. By June 2016, teachers will increase student proficiency in math by 6% as measured by EOG and DE Benchmarks.

| K-5 Proficiency       | 2014-2015<br>(Actual) | 2015-2016 |
|-----------------------|-----------------------|-----------|
| 3 <sup>rd</sup> Grade | 66                    | 72        |
| 4 <sup>th</sup> Grade | 51                    | 57        |
| 5 <sup>th</sup> Grade | 51                    | 57        |

### Strategy

Small Group Instruction

### Person Responsible

Drew Fitzgerald



## School Improvement Plan 2015-2016

### Beginning of Year Report: Report Key Steps for the year. Due by September 11, 2015.

| Key Steps   |              |                |
|---|--------------|----------------|
| Step  | Date Started | Date Completed |
| Small group instruction training 3.5 days throughout 2015-2016 school year for certified staff from an outside trainer Dr. Brian Kissel | 8-17-15      |                |
| 30 minute intervention block daily with focus on this during PLCs   | 8-24-15      |                |
| 4 <sup>th</sup> and 5 <sup>th</sup> grade departmentalization   | 8-24-15      |                |
| Continuums of Learning Literacy purchased for each teacher  | 8-17-15      | 8-17-15        |
| 10 Title I tutors for 45 minutes daily during ELA blocks K-5 (LLI & DI)   | 9-8-15       |                |
| Teacher assistants used instructionally for small groups K-2 (LLI & DI)   | 9-8-15       |                |
| 3-5 part time intervention specialist to work with teachers and students  | 9-8-15       |                |
| Lead teachers working with PLCs and small groups  | 9-8-15       |                |
| Quarterly awards day for student recognition  | 10-1-15      |                |
| Conduct quarterly benchmark assessments   | 10-1-15      |                |
| Analyze data quarterly and determine next steps – celebrate student progress with teachers and grade levels                             | 10-1-15      |                |

### Mid-Year Report. Due day of SIP Conversation.

| Formative Measures    | List Key Results from Formative Measures | Record Progressing / Not Progressing |
|-----------------------|--|--------------------------------------|
| mClass MOY            |  |                                      |
| iReady MOY diagnostic |  |                                      |
| Discovery Education   |  |                                      |
|                       |  |                                      |

**Mid-Year  
Conversation  
Date**

**Mid-Year  
Conversation  
Held With**

### End-of-Year Report. Due June 17, 2016.

| SMART Goal |
|------------|
|            |



## School Improvement Plan 2015-2016

| Summative Measure | Key Results from Summative Measure | Result- Indicate with a<br>"X" |  |
|-------------------|------------------------------------|--------------------------------|--|
|                   |                                    | Exceeds                        |  |
|                   |                                    | Meets                          |  |
|                   |                                    | Progress Made                  |  |
|                   |                                    | No Progressing /<br>Not Met    |  |



# School Improvement Plan 2015-2016

| School Name                  |
|------------------------------|
| W.M. Irvin Elementary School |

## SMART Goal:

By June 2016, we will establish a system that encourages parents, businesses and community agencies to sponsor/partner with the school in a variety of ways and increase parent and community involvement. By June 2016, the percentage of parents who indicate that they are informed of opportunities for involvement as well as their child's progress will increase by at least 10% as measured on the parent satisfaction survey as well as the teacher working conditions survey.

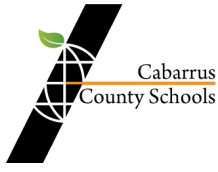
| Parent Survey   | 2014-2015 Actual | 2015-2016 Goal |
|---|------------------|----------------|
| <b>Q14(j). The school keeps me informed about meetings, events, and other activities for parents.</b> |                  |                |
| 2014-15   | 83%              | 86%            |
| <b>Q14(h). I can find out what my child is learning by visiting the teacher web pages.</b>            |                  |                |
| 2014-15   | 58%              | 70%            |
| Licensed Staff Survey   | 2014-2015 Actual | 2015-2016 Goal |
| <b>Q5(f). I am satisfied with opportunities to be part of the school improvement process.</b>         |                  |                |
| 2014-15   | 96%              | ≥96%           |
| <b>Q5(g). I have the time and support I need to keep my teacher website up-to-date.</b>               |                  |                |
| 2014-15   | 84%              | 87%            |

### TWC

| Question  | 14-15<br>Actual | 15-16<br>Goal |
|---|-----------------|---------------|
| Parents/guardians are influential decision makers in this school                  | 43.3            | 50            |
| This school maintains clear, two-way communication with the community             | 83.3            | 85            |
| This school does a good job of encouraging parent/guardian involvement            | 73.3            | 76            |
| Teachers provide parents/guardians with useful information about student learning | 83.3            | 86            |
| Parents/guardians know what is going on in this school                            | 78.3            | 81            |
| The community we serve is supportive of this school                               | 68.3            | 70            |

## Strategy

All certified staff will encourage parents and the community to be involved in the school through planned events.



## School Improvement Plan 2015-2016

### Data that supports the SMART Goal

|   |     |     |
|---|-----|-----|
| <b>Parent Survey</b>  |     |     |
| <b>Q14(j). The school keeps me informed about meetings, events, and other activities for parents.</b> |     |     |
| <b>Agree/Strongly Agree</b>   |     |     |
| 2012-13   | 189 | 97% |
| 2013-14   | 65  | 86% |
| 2014-15   | 46  | 83% |
| <b>Q14(h). I can find out what my child is learning by visiting the teacher web pages.</b>            |     |     |
| <b>Agree/Strongly Agree</b>   |     |     |
| 2012-13   | 182 | 84% |
| 2013-14   | 67  | 64% |
| 2014-15   | 45  | 58% |
| <b>Licensed Staff Survey</b>  |     |     |
| <b>Q5(f). I am satisfied with opportunities to be part of the school improvement process.</b>         |     |     |
| <b>Agree/Strongly Agree</b>   |     |     |
| 2012-13   | 45  | 93% |
| 2013-14   | 57  | 96% |
| 2014-15   | 49  | 96% |
| <b>Q5(g). I have the time and support I need to keep my teacher website up-to-date.</b>               |     |     |
| <b>Agree/Strongly Agree</b>   |     |     |
| 2012-13   | 45  | 73% |
| 2013-14   | 56  | 66% |
| 2014-15   | 50  | 84% |

#### TWC Survey Data

|   |      |
|---|------|
| Parents/guardians are influential decision makers in this school                  | 43.3 |
| This school maintains clear, two-way communication with the community             | 83.3 |
| This school does a good job of encouraging parent/guardian involvement            | 73.3 |
| Teachers provide parents/guardians with useful information about student learning | 83.3 |
| Parents/guardians know what is going on in this school                            | 78.3 |
| Parents/guardians support teachers, contributing to their success with students   | 68.3 |



## School Improvement Plan 2015-2016

|   |      |  |
|---|------|--|
| Community members support teachers, contributing to their success with students | 68.3 |  |
| The community we serve is supportive of this school                             | 68.3 |  |

| Person Responsible                     |
|--|
| Mr. Brian Hamilton, Mrs. Kate Culbreth |

| Beginning of Year Report: Report Key Steps for the year. Due by September 11, 2015.   |              |                |
|---|--------------|----------------|
| Key Steps   |              |                |
| Step  | Date Started | Date Completed |
| Teachers will send home take home Tuesday folder weekly   | 9/1/2015     | Ongoing        |
| Teachers will update webpages monthly to reflect classroom instruction  | 8/24/2015    | 9/30/15        |
| Teachers will encourage families to attend the Fall Festival and Curriculum Tailgate  | 9/01/2015    | 10/15/15       |
| PTO will organize a Harlem Wizards basketball game for families and parents and promote the PTO and school spirit within the game.  | 8/1/2015     | 9/25/15        |
| Teachers will conduct parent/teacher conferences with 100% of families  | 10/1/2015    | 10/23/15       |
| Offer training for parents on Standards-Based Report Cards and Parent Portal  | 10/1/2015    | 9/21/15        |
| Morning broadcast will be online for parents and the community to view  | 10/1/2015    | 9/15/15        |
| Partner with Cohn Reznik and Elevation Church to beautify campus and assist teachers as needed.   | 7/1/2015     | 8/21/15        |
| Establish a S.O.A.R. Award to recognize outstanding staff members monthly for their contributions; partner with Chic-Fil-A to present award and prizes supplied by them to each staff member. | 8/24/14      | 8/21/15        |
| Partner with School Spirit Vending to encourage area businesses to sponsor the school by purchasing ads in a monthly school newsletter.   | 8/24/14      | 9/15/15        |
| Partner with Boy Scouts and Girl Scouts to recruit students for the organization (civic values)   | 9/23/15      | 9/24/15        |
| Partner with Eagle Scout to create a Ga-ga Ball Pit on the playground for student use.  | 8/26/25      |                |
| 3 <sup>rd</sup> grade will participate in civic education and tour various government agencies  | 9/25/15      |                |
| The school will partner with Forest Hills Church for Positive Provisions  | 9/11/15      | ongoing        |
| The school will identify students for the Clothing Closet and assist them   | 10/15/15     |                |
| The school will participate in the "Stuff The Turkey" food drive  | 11/15/15     |                |





# School Improvement Plan 2015-2016

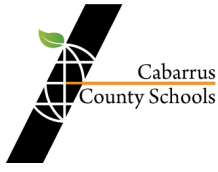
| <i>Mid-Year Report. Due day of SIP Conversation.</i> |   |   |
|--|---|---|
| <b>Formative Measures</b>                            | <b>List Key Results from Formative Measures</b> | <b>Record Progressing / Not Progressing</b> |
| Sign-in sheets to school events                      |   |   |
| Community Partnerships                               |   |   |

**Mid-Year Conversation Date**

**Mid-Year Conversation Held With**

| <i>End-of-Year Report. Due June 17, 2016.</i> |  |
|---|--|
| <b>SMART Goal</b>                             |  |
|   |  |

| <b>Summative Measure</b> | <b>Key Results from Summative Measure</b> | <b>Result- Indicate with a "X"</b> |          |
|--------------------------|---|------------------------------------|----------|
|                          |   | Exceeds                            | <b>X</b> |
|                          |   | Meets                              | <b>X</b> |
|                          |   | Progress Made                      | <b>X</b> |
|                          |   | No Progressing / Not Met           | <b>X</b> |



# School Improvement Plan 2015-2016

| School Name           |
|-----------------------|
| W.M. Irvin Elementary |

## SMART Goal:

1. By May of 2016, we will reduce the number of out of school suspensions of students by 10%.

|     | 2014-2015<br>Actual | 2015-2016 Goal |
|-----|---------------------|----------------|
| OSS | 134                 | 121            |

2. By May of 2016, we will reduce the number of office discipline referrals by 15%.

|                      | 2014-2015 | 2015-2016 Goal |
|----------------------|-----------|----------------|
| Discipline Referrals | 445       | 400            |

3. By June 2016, teachers will increase the number of students proficient in reading by 6% as measured by EOG and mClass.

| K-5 Proficiency       | 2014-2015<br>(Actual) | 2015-2016<br>Goal |
|-----------------------|-----------------------|-------------------|
| K                     | 72                    | 78                |
| 1 <sup>st</sup> Grade | 72                    | 78                |
| 2 <sup>nd</sup> Grade | 58                    | 64                |
| 3 <sup>rd</sup> Grade | 66                    | 72                |
| 4 <sup>th</sup> Grade | 62                    | 68                |
| 5 <sup>th</sup> Grade | 52                    | 58                |

4. By June 2016, teachers will increase student proficiency in math by 6% as measured by EOG and DE Benchmarks.

| K-5 Proficiency       | 2014-2015<br>(Actual) | 2015-2016<br>Goal |
|-----------------------|-----------------------|-------------------|
| 3 <sup>rd</sup> Grade | 66                    | 72                |
| 4 <sup>th</sup> Grade | 51                    | 57                |
| 5 <sup>th</sup> Grade | 51                    | 57                |



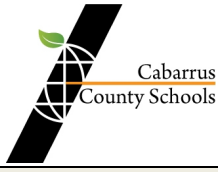


## School Improvement Plan 2015-2016

|                 |      |      |      |      |      |      |      |      |      |      |
|-----------------|------|------|------|------|------|------|------|------|------|------|
| District-ES Avg | 2368 | 1172 | 49.5 | 2394 | 1415 | 59.1 | 9.6  | 2154 | 1325 | 61.5 |
| W M Irvin Elem  | 125  | 43   | 34.4 | 128  | 39   | 30.5 | -3.9 | 122  | 51   | 41.8 |
| <b>RD03</b>     |      |      |      |      |      |      |      |      |      |      |
| 03              |      |      |      |      |      |      |      |      |      |      |
| District-ES Avg | 2104 | 1057 | 50.2 | 2345 | 1537 | 65.5 | 15.3 | 2295 | 1440 | 62.7 |
| W M Irvin Elem  | 114  | 46   | 40.4 | 141  | 78   | 55.3 | 14.9 | 129  | 66   | 51.2 |
| <b>RD04</b>     |      |      |      |      |      |      |      |      |      |      |
| 04              |      |      |      |      |      |      |      |      |      |      |
| District-ES Avg | 2392 | 1142 | 47.7 | 2129 | 1264 | 59.4 | 11.7 | 2377 | 1527 | 64.2 |
| W M Irvin Elem  | 121  | 28   | 23.1 | 131  | 68   | 51.9 | 28.8 | 130  | 62   | 47.7 |
| <b>RD05</b>     |      |      |      |      |      |      |      |      |      |      |
| 05              |      |      |      |      |      |      |      |      |      |      |
| District-ES Avg | 2368 | 1028 | 43.4 | 2394 | 1384 | 57.8 | 14.4 | 2153 | 1246 | 57.9 |
| W M Irvin Elem  | 125  | 38   | 30.4 | 128  | 40   | 31.3 | 0.9  | 121  | 52   | 43.0 |

| Person Responsible |
|--------------------|
| Danielle Baker     |

| Beginning of Year Report: Report Key Steps for the year. Due by September 11, 2015.   |                |                |
|---|----------------|----------------|
| Key Steps   |                |                |
| Step  | Date Started   | Date Completed |
| Continue implementation of the Leader In Me training for all faculty and staff  | September 2015 |                |
| Continue implementation of the MTSS process targeting specific students for academics and behavior  | September 2015 |                |
| Begin implementation of PBIS  | November 2015  |                |
| Monthly meetings with MTSS coach focusing on tiered levels of support ie: interventions, classroom management, etc.   | September 2015 |                |
| Implementation of behavior management system: Above the Line/Below the Line in grades 2-5   | August 2015    |                |
| Track student data using SWIS system, to identify trends in behavior  | October 2015   |                |
| Teachers will use multiple data resources (MClass, Discovery Education, CFA, Universal Screening) to target specific students for intervention and acceleration | October 2015   |                |
| Purchase materials for data collection, charts, and processes   | September 2015 |                |
| Quarterly Assemblies to celebrate student behavior and students may earn "clip ups" or "above the line"   | August 2015    |                |



# School Improvement Plan 2015-2016

| <i>Mid-Year Report. Due day of SIP Conversation.</i> |   |   |
|--|---|---|
| <b>Formative Measures</b>                            | <b>List Key Results from Formative Measures</b> | <b>Record Progressing / Not Progressing</b> |
| Office Referrals                                     |   |   |
| Suspensions  |   |   |
| mClass MOY data                                      |   |   |
| Discovery Education                                  |   |   |

**Mid-Year  
Conversation  
Date**

**Mid-Year  
Conversation  
Held With**

| <i>End-of-Year Report. Due June 17, 2016.</i> |  |
|---|--|
| <b>SMART Goal</b>                             |  |
|   |  |

| <b>Summative Measure</b> | <b>Key Results from Summative Measure</b> | <b>Result- Indicate with a "X"</b> |  |
|--------------------------|---|------------------------------------|--|
|                          |   | <b>Exceeds</b>                     |  |
|                          |   | <b>Meets</b>                       |  |
|                          |   | <b>Progress Made</b>               |  |
|                          |   | <b>No Progressing / Not Met</b>    |  |